

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD
ON SEPTEMBER 10, 1993, IN
LISNER HALL, ROOM 603

The meeting was called to order by President Trachtenberg at 2:25 p.m.

Present: President Trachtenberg, Vice President French, Parliamentarian Schechter, Registrar Gaglione, Boswell, Brewer, Captain, Carson, Cohn, Divita, East, Elgart, Englander, Fowler, Frieder, Friedenthal, Goulard, Gupta, Harrington, Johnston, Keimowitz, Kirsch, Mitchell, Park, Pelzman, Robinson, Salamon, Smith, Seavey, Silber, Vontress, and Wallace

Absent: Holmes, Mahmood, Miller, and Schiff

APPROVAL OF MINUTES

The minutes of the regular meeting of May 6, 1993, were approved as distributed.

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

UPDATE ON RECRUITMENT AND APPOINTMENT OF WOMEN AND MINORITY FACULTY BY RODERICK S. FRENCH, VICE PRESIDENT FOR ACADEMIC AFFAIRS

Vice President French reported that the Annual Report on the composition of faculty with particular attention to the distribution of women and minority faculty members by school and by gender status will be ready for presentation at the Senate's November meeting. He described the status of the reports that had been received during the past three years from various committees designed to provide guidance to the University in its efforts to improve its recruitment and retention of minority and women faculty. As a result of all this bureaucratic effort by many people, Vice President French said it was gratifying to see that the University has achieved a great many of the goals it set out to achieve. The Senate, he said, will be able to test that assertion when the full report is made in November.

GENERAL BUSINESS

I. NOMINATION FOR ELECTION OF FACULTY TO SENATE STANDING COMMITTEES

On behalf of the Executive Committee, Professor Robinson moved the following nominations: Professor Harold L. Liebowitz to the Committee on Professional Ethics and Academic Freedom; Professor Honey Nashman to the Committee on University and Urban Affairs, Professor Frank W. Segel to the Committee on Physical Facilities, and Professor Apostolos K. Kakaes to the Committee on Administrative Matters as They Affect the Faculty. The nominations were approved.

II. NOMINATION FOR ELECTION OF CO-CHAIR OF THE COMMITTEE ON APPOINTMENT, SALARY AND PROMOTION POLICIES (INCLUDING FRINGE BENEFITS)

On behalf of the Executive Committee, Professor Robinson moved the nomination of Professor John G. Boswell for election as Co-Chair of the Appointment, Salary and Promotion Policies Committee. The nomination was approved.

III. REPORT OF THE EXECUTIVE COMMITTEE

The report of the Executive Committee is enclosed.

IV. INTERIM REPORTS OF SENATE COMMITTEE CHAIRS

Professor Kirsch, Co-Chair of the Appointment, Salary and Promotion Policies Committee, reported on the following matters:

(a) Proposed Employee Health Insurance Premiums for 1/1/94

Professor Kirsch distributed copies of a list of the projected employee premiums for the GW Health Insurance Plan effective January 1, 1994, prepared by Mr. James E. Clifford, Director of Personnel Services, who chairs the Benefit Review Committee. He said the Faculty Senate is represented on this Committee by Professor Park and himself and that they were appointed by the President to represent the ASPP Committee. The BRC met over the summer and considered a number of different kinds of policy enhancements such as lower deductibles, dental and eye care. The cost of the basic plan with no changes in the policies increased 10%. Given the uncertainty of what may develop in the Clinton administration's health care reform, the BRC decided to stay with the current policies with one exception. Employees who are members of the Capital Care Plan will have an "employee + 1 option" instead of

having to pay the full family rate. Professor Kirsch said that he thought the 10% increase was a reasonable one and not unexpected. Vice President Bortz said that the University had set aside additional money in its budget this year to cover the health care premiums in an amount approximately equal to the percentage increase of the overall pool. If the Senate would recall, he said, during the last few years, the administration has made every attempt to keep the increases in the benefits not to exceed the 24% fringe benefit rate. A discussion followed by Professors Cohn, Silber, Pelzman, Gupta, Kirsch, and Vice Presidents Bortz and Katz. Professor Kirsch noted that, at the request of the Benefit Review Committee, Mr. Clifford sent out a questionnaire to the faculty during the summer inquiring about satisfaction of health insurance policies. He encouraged those faculty who have not yet replied to do so in order to assure a good response rate. (List of Projected Employee Premiums 1/1/94 is attached.)

(b) Faculty Salaries

A data sheet was distributed by Professor Kirsch that reflected the salaries of full, associate, and assistant professors in the market-basket schools, as well as the salaries of the Presidents and assets of those schools. This data was taken from Academe, AAUP, March/April, 1993, from IRS Data Tapes for (1988) and 1989, and from the The Chronicle of Higher Education, May 5, 1993. Professor Kirsch pointed out that he had asked Columbian College to give him a list of what they considered market-basket schools. Several recommendations were made for changes. Case-Western replaced Brandeis, and Boston was dropped because it does not report its data to Academe. During the period from 1987 to 1993, GWU full professors have consistently stayed below the 80th percentile, but above the 60th percentile. However, full professors had dropped in the market-basket schools from slightly below the middle to the very bottom. Associate professors have moved up and are now actually at the 80th percentile and assistant professors are above the 60th percentile but still below the 80th percentile.

Professor Kirsch said that he was quite startled to read in the September 9, 1993, issue of the Hatchet the following statement by President Trachtenberg: "The University has about \$500,000 to spend in merit raises mostly for associate and assistant professors, We're going to try and address the less well-compensated, All faculty, including full professors, will receive raises in January. The additional raises would take affect between January and May." Professor Kirsch invited the President to explain why the associate and assistant professors were to receive the bulk of this money when the data indicates that full professors are the disadvantaged rank. Professor Kirsch indicated

that this matter will be taken up at the first meeting of the ASPP

Committee. The Committee will also be requesting that the administration and the Faculty Senate come to an agreement upon market-basket schools so that a consistent market-basket can be used to meet the needs of the administration and the Senate.

Professor Silber asked if the salary figures included fringe benefits, and Professor Kirsch replied that the figures did not include fringe benefits, and that GW was at the middle level of fringe benefits in the market-basket schools. Professor Gupta inquired what kind of averages were shown, and Professor Kirsch indicated they were simple averages of all faculty at each rank.

In response to Professor Kirsch, President Trachtenberg made the following remarks:

What I would like to do, rather than use our time now quibbling about precise data, which we can get at a later date, is make a philosophical statement which will help the Senate understand perhaps what has been guiding the administration's thinking in this matter. The administration has never, in fact, acceded officially to the recommendation of this body that the faculty of the University in all ranks ought to be at the 80th percentile of the AAUP roster. But, inevitably, it has informed our deliberations and, as you have just seen, Professor Kirsch has referenced it as if it had some legitimacy and surely as a result of historic circumstances it has gained a potency that is more than abstract. With that said, it is also important, I think, to understand that this data is aggregate rather than disaggregate. If you disaggregate the faculties of the several schools listed and other schools with which we consider ourselves in competition for faculty, you discover that GW is inordinately blessed with faculty at the full professor rank. Thus, in trying to strive to respond positively to an often-uttered wish by this group that the University faculty writ large be brought to the 80th percentile, it is most daunting if one tries to take all of the faculty up together. It becomes much more logical, therefore, to do so by rank. It is also more possible to do so by rank if one addresses the assistant and associate professors rather than the full professors first because (1) there are a great many full professors and (2) they earn in absolute dollars, if not relative dollars, a great deal more than the junior faculty. Junior faculty inevitably are less well-compensated than senior faculty; otherwise all the senior faculty would want to be junior faculty.

Now, we have for the past two years, experienced some disappointments when we put infusions of cash into the compensation pool and it was distributed pursuant to a formula sharing it more or less among all three ranks. We discovered that the institution moved forward vis-à-vis the other institutions only marginally. What we also discovered was that the inevitability of algebra made it possible to actually take the assistants and the associates closer to the 80th percentile by enhancing those ranks with whatever additional dollars we had. We made a judgment that we were going to take the assistant and associate professors up as a device for bringing and retaining to this institution the junior colleagues whom you, yourself, have recruited through your departments. Department chairs and deans have assured us this is where the future of the institution lies and is also a way of bringing the full professors up to the 80th percentile although that will take some patience. In order to take our full professors to where we want them to be, we have to have about one and a half million dollars. With only half a million dollars in hand, we have done what we thought was sound this year. Once we have gotten ourselves closer to our goal for junior faculty, we will turn our attention and our surplus resources to the extent that we have them to the full professors. This in no way suggests that we do not regard with high esteem and affection our senior faculty and we are not forgetting their concerns. It is not that George Washington University has been skimping on investing in faculty. Had we held the faculty numbers constant, had we not hired additional faculty, and had we used the dollars that we invested in new faculty to give raises to the continuing faculty these past five years, we would not be discussing this issue today -- rather we would be discussing the fact that there were too few faculty -- if well paid -- at the University, and I think that that is a point that needs to be taken into consideration.

Professor Pelzman said that the allocation of the "extra" funds exclusively to assistant and associate professors, while in general representing a positive move in the right direction, nevertheless also demonstrated a major flaw with the process and criteria used by the administration. In 1992, the administration along with a faculty ad-hoc committee reviewed the question of flexible faculty workloads and developed measures to reflect and evaluate faculty productivity. It appears that, in this matter, the administration has completely ignored the relationship between faculty merit pay and faculty productivity. A reasonable

administration would consider itself obligated to allocate merit pay according to a well-defined criteria such as faculty productivity.

Professor Pelzman pointed out that the President's decision to expend the extra funds based strictly on faculty rank reflects a number of facts. First, as the President has already admitted, the University cannot afford to adjust the pay of full professors, whose salaries are well out-of-line from any accepted AAUP norm, but can adjust the salaries of assistant and associate professors whose salaries, on average, are slightly out-of-line from an accepted norm. Second, the administration is saying to the entire faculty that full professors at GWU are, overall, less productive than assistant or associate professors. More specifically, it is saying that the least productive assistant or associate professor is more productive than the most productive full professor. Do the objective facts bare this out? Is this the message the President wants to sent to the GWU faculty? Does he not realize the full disincentive effect of this message?

Professor Pelzman continued to point out that the President's allocation scheme, which is not based on any accepted productivity norm, but rather on an ad-hoc administrative allocation scheme will favor departments with a large number of assistant and associate professors at the expense of departments with a higher percentage of full professors, regardless of the productivity differences of those departments, their student loads, and relative revenue generated. Furthermore, it will provide assistant and associate professors with a clear demonstration effect that full professors are treated poorly at GWU. The President's actions in this matter will no doubt convince many full professors to view their salaries as on the job "retirement pay" or as a "fixed" component of their entire income which cannot be expanded, regardless of their productivity. Thereafter, those full professors with the ability to generate outside consulting income will take the President's actions in this matter as a green light to shift their focus, effort and energies on activities outside of the campus. Is this the message that the President intends to send to the faculty? Is this the message that the Faculty Senate intends to condone? Does not the President's action on this matter contradict his earlier statement endorsing measures designed to build a quality institution based on a well-motivated and productive faculty of all ranks?

Further discussion followed by Professors Silber, Carson, Kirsch, Pelzman, and President Trachtenberg.

Professor Robinson stated that she was delighted that junior faculty salaries were being increased and she was pleased that the enrollment was up. But she did think the administration needed to know something about the frustration of full professors in certain

areas of the Arts and Sciences where some faculty came in at extraordinarily low base salaries. These faculty have not caught up and they are not going to catch up before retirement if the administration continues with the same low percentage raises. The President replied that where there are faculty being unfairly compensated, the chair of the department should petition the dean because, where an empirical case can be made, there are resources available to respond to an equity issue.

Vice President French stated that all of the data by school and by rank will be communicated to the ASPP Committee by the administration as is customary every year. Assuming that the national increase reported in the AAUP will not exceed 4%, our average salary for assistants and associates should be at the 80th percentile and our average salary for full professors should be at the 70th percentile by the administration's calculations. Vice President French said that he hoped the Senate will accept President Trachtenberg's declaration of serious intent to hold the assistants and the associates at that level and applying supplemental funds, as available, to rewarding productive full professors. He said he was quite encouraged that the University has had the capacity to bring its junior faculty up in this significant way in these times and it would appear that through the strength of our academic programs and other factors, we have an enrollment base that will give the University the possibility of increasing the compensation of full professors in the way the administration would like to do.

Professor Carson asked the President if he thought it was good or bad that the University is "blessed with a multitude of full professors" as far as the strategic marketing of the University is concerned. The President replied that he thought one of the real strengths of this institution is that we actually teach students with professors as opposed to graduate student assistants. To some extent, he said, that reflects the fact that we had a relatively small pool of full-time graduate students in the past. One of the improvements of the institution that has transpired in the last several years has been that we are now approaching 46%-47% full-time graduate students in the graduate student pool because at the request of the faculty we increased the number of graduate student stipends. The President noted, however, that we have to be very careful about this because we do not want to surrender our ability to celebrate the fact that we have professors who actually teach at GW. Obviously, he said, senior faculty are a great resource at GW and he did not know anybody who has ever worked out an ideal formula for what the mix between full, associate, and assistant professors should be.

Further discussions followed by Professors Silber, Goulard, Gupta, and Pelzman, Vice President French and President Trachtenberg.

BRIEF STATEMENTS (AND QUESTIONS)

With reference to the Senate briefing this past May about tenure decisions in the School of Engineering, Professor Harrington said he was pleased to announce that undergraduate enrollments in SEAS are increasing. Historically, he said, the School of Engineering does not follow the trends of the University, but rather the national trend. President Trachtenberg noted that not only undergraduate but graduate enrollments were also up in the School of Engineering. He pointed out that the administration had listened diligently to the Senate's last debate on the [Engineering School's] tenure decisions, and, ultimately, the administration acceded to the Senate's advice that our decisions should optimally have been made earlier in the year. Thus, the administration proceeded to go forward with the recommendations for tenure or denials strictly on the merits. Also, the administration asked the School of Engineering to assist the administration in a variety of activities designed to strengthen the School. For example, he said, extra effort was put into the recruitment of students for the School, financial aid for undergraduate engineering students increased from \$1 million in 1988-89 to \$2 million in 1990-91, and the happy outcome of this investment was as described by Professor Harrington.

Referring to Professor Harrington's statement about national trends, Professor Robinson said she understood that there is a shortage of engineers in the country, and, if true, she thought that that should have a positive effect on the School of Engineering. Professor Harrington replied that there has been an increased demand for engineers and an increased awareness of the importance of engineering as a result of the recent floods in the Midwest. With a new administration in the White House, he said the refurbishment of the infrastructure will have to be addressed once the budget problems are sorted out, and the School of Engineering anticipates that subsequent improvement of employment opportunities for engineers will impact favorably on SEAS' enrollment.

Professor Park noted that both Professor Kirsch and he have served on the Benefits Review Committee for several years. While both Professor Kirsch and he have some times been at odds with the administration over some of the specific proposals that were made, he wished to express his appreciation for the creative and imaginative attempts Vice President Bortz and Mr. Clifford have made to maximize fringe benefits for the faculty and to extend to the faculty genuine participation in setting benefits priorities. He said the fact that Vice President Bortz and Mr. Clifford are professional managers for the University means that they are often able to bring to the faculty benefit options that the faculty could not have generated itself. This conscientious service of Vice President Bortz and of Director of Personnel Clifford should be appreciated by the Senate.

Vice President French then introduced two new colleagues: Donald R. Lehman, Associate Vice President for Research and Graduate Studies, and Captain George B. Lear, Jr., Chair of the Department of Naval Science. President Trachtenberg introduced Angela Williams, a Presidential Administrative Fellow, working in the Office of Associate Vice President Sharon Rogers. Ms. Williams was the student speaker at last May's Commencement.

The President then remarked that in all his years in universities, he could not recall a more optimistic beginning than GW has had this year. All the signs seem extraordinarily positive -- the Physical Plant is in perhaps better shape than it has been in for a long time and the work is not yet completed; the old University Inn is being transformed into what he hopes will be a splendid home for the School of Education; and laboratories and classrooms have been rehabilitated campus-wide throughout the year. He extended his congratulations and thanks to Lou Katz and his staff for their terrific work.

ADJOURNMENT

Upon motion made and seconded, President Trachtenberg adjourned the meeting at 3:55 p.m.

A handwritten signature in cursive script, reading "J. Matthew A. Gaglione". The signature is written in dark ink and is positioned above the printed name and title.

J. Matthew A. Gaglione
Secretary

Distributed at the Faculty Senate Meeting, September 10, 1993,
by the Appointment, Salary and Promotion Policies Committee (including
Fringe Benefits)

George Washington University Health Insurance

Proposed Employee Premiums: 1/1/94

Plan	# Participants as of 7/14/93	Current '92-93	Projected 1/1/94
BC/BS PPO Individual	2,048	\$0	\$0
BC/BS PPO Family	360	159.80	189.00
BC/BS PPO E+1	146	90.15	113.00
BC/BS Indemnity Individual	85	261.95	300.00
BC/BS Indemnity Family	30	873.33	970.00
BC/BS Indemnity E+1	N/A	N/A	N/A
Capital Care Individual	486	61.34	81.00
Capital Care Family	144	368.55	437.00
Capital Care E+1	N/A	N/A	379.00
TOTAL BC/BS	3,299		
GWUHP Standard Individual	709	20.20	26.00
GWUHP Standard Family	187	230.77	245.00
GWUHP Standard Employee & Dependent	121	180.64	193.00
GWUHP High Individual	1,214	45.10	52.00
GWUHP High Family	258	285.79	303.00
GWUHP High Employee & Dependent	166	229.14	244.00
GHA Comprehensive Individual	80	44.80	60.00
GHA Comprehensive Family	39	269.90	312.00
GHA Comprehensive Plus Individual	102	75.25	93.00
GHA Comprehensive Plus Family	18	332.05	359.00
TOTAL GWUHP/GHA	2,855		
TOTAL	6,154		

..... SALARY OF FULL PROFESSORS (1)

1992-1993	1989-1990	1987-1988
N Y U 85.1	GEORGETWN 72.3	GEORGETWN 64.3
GEORGETWN 84.6	N Y U 71.2	CARN-MELL 63.4
DUKE 83.0	CARN-MELL 70.9	N Y U 62.5
NOWESTERN 82.6	DUKE 70.6	DUKE 62.2
CAR-MELL 79.3	NOWESTERN 69.2	NOWESTERN 61.0
VANDERBLT 78.9	VANDERBLT 67.8	VANDERBLT 59.7
WASHINGTON 75.4	* AAUP 80 % 65.2	* AAUP 80 % 58.1
EMORY 74.5	AMERICAN 63.4	EMORY 56.7
* AAUP 80 % 72.9	EMORY 63.3	<u>GEO WASH 56.1</u>
CASE-WEST 72.9	<u>GEO WASH 63.2</u>	TUFTS 55.5
TUFTS 72.6	TUFTS 63.2	CASE-WEST 55.4
AMERICAN 72.6	WASHINGTON 62.5	WASHINGTON 55.3
<u>GEO WASH 70.6</u>	CASE-WEST 61.5	AMERICAN 54.4
* AAUP 60 % 66.7	* AAUP 60 % 61.0	* AAUP 60 % 53.1

..... ASSOCIATE PROFESSOR

1992-1993	1987-1988
DUKE 57.5	GEORGETWN 43.8
NOWESTERN 57.3	CARN-MELL 42.8
N Y U 56.8	DUKE 42.7
CARN-MELL 53.1	N Y U 42.4
GEORGETWN 54.7	NOWESTERN 41.0
TUFTS 54.1	* AAUP 80 % 41.0
<u>GEO WASH 52.1</u>	TUFTS 40.9
* AAUP 80 % 52.1	VANDERBLT 40.5
AMERICAN 52.0	<u>GEO WASH 40.4</u>
WASH U 51.4	AMERICAN 39.8
EMORY 51.4	EMORY 39.8
CASE-WEST 50.9	CASE-WEST 39.4
VANDERBLT 49.7	* AAUP 60 % 39.0
* AAUP 60 % 48.6	WASH U 38.8

..... ASSISTANT PROFESSOR

1992-1993	1987-1988
N Y U 51.0	CARN-MELL 37.8
CARN-MELL 49.4	N Y U 37.1
NOWESTERN 47.6	NOWESTERN 37.0
DUKE 46.1	DUKE 34.8
CASE-WEST 44.3	* AAUP 80 % 34.2
WASH U 43.8	TUFTS 33.4
TUFTS 43.7	VANDERBLT 33.4
EMORY 43.0	AMERICAN 32.7
* AAUP 80 % 43.0	* AAUP 60 % 32.4
VANDERBLT 42.5	<u>GEO WASH 32.2</u>
<u>GEO WASH 42.1</u>	WASH U 32.1
AMERICAN 41.6	GEORGETWN 31.5
GEORGETWN 41.1	CASE-WEST 31.5
* AAUP 60 % 40.8	EMORY 28.5

(2)
ASSETS (1988) / 1989
(IN MILLIONS OF \$)

WASH U	2,103
DUKE	2,098
EMORY	2,086
N Y U	2,005
VANDERBLT	1,693
NOWESTERN	1,606
GEORGETWN	(954)
CARN-MELL	932
CASE-WEST	852
<u>GEO WASH</u>	<u>780</u>
TUFTS	589
AMERICAN	(218)

(3)
PRESIDENTS SALARY
1992-1993

VANDERBLT	\$395,700
N Y U	300,000
DUKE	285,000
<u>GEO WASH</u>	<u>274,900</u>
CARN-MELL	230,100
CASE-WEST	228,000
EMORY	211,600
AMERICAN	165,500
WASH U	128,200
GEORGETWN	-0-
NOWESTERN	NA
TUFTS	NA

(1) DATA FROM ACADEME , AAUP , MARCH-APRIL , 1993.

(2) DATA FROM IRS DATA TAPES FOR (1988) AND 1989.

(3) DATA FROM CHRONICLE OF HIGHER EDUCATION , MAY 5 , 1993.

REPORT OF THE EXECUTIVE COMMITTEE
SEPTEMBER 10, 1993
PROFESSOR LILIE F. ROBINSON, CHAIR

On behalf of the Executive Committee, I would like to report on the following matters:

1. Four administration nonconcurrences with favorable faculty recommendations on tenure and/or promotion were received during the spring and summer -- two in the School of Engineering and two in the Arts and Sciences. Three cases have gone to hearings. The Executive Committee has submitted its report with respect to two cases and is finalizing its report in the third. The other case in the Arts and Sciences has been withdrawn by the Department.
2. Currently there are three grievances which have been filed with the Executive Committee -- one from the School of Engineering, one from the Medical School, and one from the Arts and Sciences. The Executive Committee appointed Special Mediators as follows: Professor Charles B. Craver (Law) in the case from the Engineering School and Professor Martha N. Rashid (SEHD) in the case from the Arts and Sciences. The case in the Medical School is in the formal grievance stage.
3. The President has responded to Faculty Senate Resolutions of the 1992-93 Session. Received on June 30, 1993, this document was distributed with the Faculty Senate agenda.
4. In response to Vice President French's request for two faculty members to serve with the deans and members of the Student Association to review the whole topic of Student Academic Evaluations, the Executive Committee nominated Professor Diane M. Brewer, Chair, Educational Policy Committee, and Associate Professor Ralph O. Mueller (SEHD) to serve in this capacity.
5. By memorandum of August 9, 1993, Vice President French informed the Executive Committee that he has authorized the resumption of the GW Forum for at least one trial year. At the conclusion of this trial year, President Trachtenberg and Vice President French will review the matter with the Executive Committee and the Editor to determine whether the Forum should be continued with or without modifications.
6. In response to a request from the Executive Committee to Vice President French for Faculty Senate representation on the Advisory Committee on Academic Computing, Vice President French agreed to an observer named by the Senate. The Executive Committee, on behalf of the Senate, nominated Professor Joseph Pelzman, Chair, Fiscal Planning and Budgeting Committee, as the Senate representative on this Advisory Committee for the 1993-94 academic year.

7. An updated membership list of Senate Standing Committees will be distributed with the minutes. This list will reflect any changes in the membership since May 1993, and will also include Executive Committee liaison members of each Standing Committee.
8. The next meeting of the Executive Committee is September 24th to set the agenda for the Senate's October 8th meeting. Please note that any items of business for the Senate agenda should be received by the Executive Committee before September 24th.

[updated 9/93]

FACULTY SENATE COMMITTEES
1993-94 Session

STANDING COMMITTEE CHAIRS*
1993-94

EXEC. CTE.
LIAISON

- | | | |
|-----|----------------------------------------------------------------------------------------------------------------------------|------------|
| 1. | ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY
Chair, Professor David E. Silber | Robinson |
| 2. | ADMISSIONS POLICY AND STUDENT FINANCIAL AID
Chair, Professor John H. Carson | Elgart |
| 3. | APPOINTMENT, SALARY, AND PROMOTION POLICIES
Co-Chair, Professor Arthur D. Kirsch
Co-Chair, Professor John G. Boswell | Johnston |
| 4. | ATHLETICS AND RECREATION
Chair, Professor Stefan O. Schiff | Johnston |
| 5. | EDUCATIONAL POLICY
Chair, Professor Diane M. Brewer | Holmes |
| 6. | FACULTY DEVELOPMENT AND SUPPORT
Chair, Professor Murli M. Gupta | Elgart |
| 7. | FISCAL PLANNING AND BUDGETING
Chair, Professor Joseph Pelzman | Pelzman |
| 8. | HONORS AND ACADEMIC CONVOCATIONS
Chair, Professor Ormond A. Seavey | Englander |
| 9. | LIBRARIES
Chair, Professor Robert Goulard | Harrington |
| 10. | PHYSICAL FACILITIES
Chair, Professor Ernest J. Englander | Englander |
| 11. | PROFESSIONAL ETHICS AND ACADEMIC FREEDOM
Chair, Professor Victor H. Cohn | Harrington |
| 12. | RESEARCH
Chair, Professor Dewey D. Wallace, Jr. | Harrington |
| 13. | UNIVERSITY AND URBAN AFFAIRS
Chair, Professor Salvatore F. Divita | Holmes |
| 14. | JOINT COMMITTEE OF FACULTY AND STUDENTS
Chair, Professor Yvonne Captain | Robinson |

*Member of the Senate

MEMBERS OF THE FACULTY SENATE COMMITTEES
1993-94 Session

Executive Committee

Smith A-112	Lilien F. Robinson, Chair (CCGSAS)	4-7094
ACC 6A-406	Mervyn L. Elgart (SMHS)	4-3496
Monroe 401B	Ernest J. Englander (SBPM)	4-8203
Phillips 607A	Robert J. Harrington (SEAS)	4-8239
Funger 513	Dennis H. Holmes (SEHD)	4-7194
Funger 624	Joseph Pelzman (ESIA)	4-7108
LLib B515	Gerald P. Johnston (NLC)	4-9471
Rice 8th Flr	Stephen J. Trachtenberg, President, <u>ex officio</u>	4-6500

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chair: Silber, David E., Psychology
Alexandridis, Nikitas A., EECS
Fife, Jonathan D., Educational Leadership
Oertel, Yolanda C., Pathology
Quitslund, Sonya A., Women's Studies
Sherman, Stanley N., MLOM
Sullivan, Patricia A., ESTS
Wise, Jarrett M., Health Care Sciences
Zuchelli, A. Joseph, Physics

ex officio:

Bortz, Walter., Vice President for Administrative and Information Services
Katz, Louis H., Vice President and Treasurer
Keimowitz, Robert I., Dean of the Medical Center for Academic Affairs
*Robinson, Lilien F., Executive Committee Liaison

ADMISSIONS POLICY AND STUDENT FINANCIAL AID

*Chair: Carson, John H., Management Science
Huve, Gerard P., Romance Languages
Lear, George B., Naval Science
Katz, Irving J., Mathematics
Quitslund, Sonya A., Women's Studies
Smith, Carol A., Pathology
Ticktin, Max D., Classics

ex officio:

Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
*Elgart, Mervyn L., Executive Committee Liaison
French, Roderick S., Vice President for Academic Affairs
Gaglione, J. Matthew, Registrar
Lehman, Donald R., Assoc. Vice President for Research and Graduate Studies
Siegel, Fred, Exec. Director for Enrollment Mngmt/Dir. of Admiss.
Small, Daniel, Director of Enrollment Management Administration

*Member of the Senate

APPOINTMENT, SALARY, AND PROMOTION POLICIES, (INCLUDING FRINGE BENEFITS)

- *Co-Chair: Kirsch, Arthur D., Statistics
- *Co-Chair: Boswell, John G., Educational Leadership
- Abravanel, Eugene, Psychology
- Bowling, Lloyd S., Speech and Hearing
- Diana, Paul L., Anesthesiology
- Freund, Maxine B., Special Education
- Hill, Peter P., History
- Johnson, Diana E., Biological Sciences
- Katz, Irving J., Mathematics
- Kyriakopoulos, Nicholas, EECS
- Lynch, Sharon H., Teacher Preparation and Special Education
- *Miller, Harry C., Jr., Urology
- Sarakani, Shahram, CMEE
- Sheldon, Debra R., Accountancy
- Thoenelt, Klaus, German
- Wirtz, Phillip W., Management Science

ex officio:

- Bortz, Walter M., Vice President for Administrative & Info. Svcs.
- French, Roderick S., Vice President for Academic Affairs
- *Johnston, Gerald P., Executive Committee Liaison
- Katz, Louis H., Vice President and Treasurer

ATHLETICS AND RECREATION

- *Chair: Schiff, Stefan O., Zoology
- Caress, Edward A., Chemistry
- Hahn, James K., EECS
- Jasnoski, Mary L., Psychology
- O'Rear, Charles E., Forensic Science
- Paup, Donald C., ESTS
- Petto, Joseph, Naval Science
- Poppen, Paul J., Psychology
- Rowley, David A., Chemistry
- Sullivan, Patricia A., ESTS
- Toftoy, Charles N., Management Science
- Weintraub, Herbert D., Anesthesiology

ex officio:

- Bilsky, Steven, Director of Athletics
- Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
- *Johnston, Gerald P., Executive Committee Liaison
- Warner, Mary Jo, Senior Associate Director of Athletics and Recreation

*Member of the Senate

EDUCATIONAL POLICY

*Chair: Brewer, Diane M., Speech & Hearing
Gastwirth, Joseph L., Statistics
Geist, Craig E., Ophthalmology
Kind, Phyllis D., Microbiology
Melendez, James, Naval Science
Steiner, Carl, German
Vojcic, Branimir R., Engineering Management
Warren, Clay, NCCS
Zuchelli, A. Joseph, Physics

ex officio:

Chernak, Robert A., Vice President for Student and Academic
Support Services
French, Roderick S., Vice President for Academic Affairs
Gaglione, J. Matthew, Registrar
*Holmes, Dennis H., Executive Committee Liaison
Lehman, Donald R., Assoc. Vice President for Research and Graduate
Studies
Siegel, Fred, Executive Director for Enrollment Management/Director of
Admissions
Small, Daniel, Director of Enrollment Management Administration

FACULTY DEVELOPMENT AND SUPPORT

*Chair: Gupta, Murli M., Mathematics
Azizoglu, Murat, EECS
Dinwiddie, James F., Engineering Management
Greenberg, Joseph A., Educational Leadership
Jenkins, Robert L., Psychology
Kind, Phyllis D., Microbiology
Nayak, Tapan K., Statistics
Steiner, Carl, German
Zimmeroff, Daniel, Naval Science

ex officio:

Bortz, Walter M., Vice President for Administrative and Information
Services
Clifford, James E., Director, Personnel Services
*Elgart, Mervyn L., Executive Committee Liaison
Rogers, Sharon J., Associate Vice President for Academic Affairs

*Member of the Senate

FISCAL PLANNING AND BUDGETING

*Chair: Pelzman, Joseph, Economics
Cherian, Edward J., Administrative Sciences
Davis, David O., Medicine
DePalma, Diane M., University Counseling Center
Garris, Charles A., CMEE
Griffith, William B., Philosophy
Kee, James E., Public Administration
Lang, Roger H., EECS
Linebaugh, Craig W., Speech and Hearing
Logsdon, John M., CISTP
Paratore, Salvatore R., Educational Leadership
Solomon, Henry, Economics
Watson, Harry S., Economics
Waters, Robert C., Engineering Management
Yezer, Anthony M., Economics

ex officio:

Boselovic, Don, Assistant Vice President for Budget
Chernak, Robert A., V.P., for Student and Academic Support Services
Clough, Craig, Associate Vice President of the Medical Center
Katz, Louis H., Vice President and Treasurer
Keimowitz, Robert I., Dean of the Medical Center for Academic Affairs
*Pelzman, Joseph, also serves as Executive Committee Liaison
Price, Irwin, Associate Vice President for External Programs
Schauss, John A., Associate Vice President for Finance

HONORS AND ACADEMIC CONVOCATIONS

*Chair: Seavey, Ormond A., English
Grub, Phillip D., International Business
Lingo, Jane T., University Relations
Lowe, John C., Geography
Moore, Dorothy A., Educational Leadership
Rashid, Martha N., Educational Leadership
Regnell, Joan R., Speech and Hearing
Wade, Alan G., Theatre and Dance
Youssef, Abdou S., EECS

ex officio:

*Englander, Ernest J., Executive Committee Liaison
French, Roderick S., Vice President for Academic Affairs
Gaglione, J. Matthew, Registrar
Holland, Sandy H., University Relations
Kasle, Jill F., University Marshal
Shipway, Lynn D., Special Assistant to the Vice President for
Administrative and Information Services

*Member of the Senate

LIBRARIES

*Chair: Goulard, Robert, CMEE
Haque, Muhammed I., CMEE
Harizanov, Valentina, Mathematics
Hitchcock, Denis M., Art
Karp, Stephen A., Psychology
King, Michael, Chemistry
Saenz, Pilar G., Romance Languages
Sewell, David, Naval Science
Weitzer, Ronald, Sociology

ex officio:

Andrews, Avery D., Asst., Dean of the Graduate School of Arts and Sciences
Bader, Shelley A., Director, Medical Library
French, Roderick S., Vice President for Academic Affairs
*Harrington, Robert J., Executive Committee Liaison
Masters, Deborah C., Acting University Librarian
Pagel, Scott B., Librarian, Law Library

PHYSICAL FACILITIES

*Chair: Englander, Ernest J., SBPM
Carter, James B., Jr., Naval Science
Geist, Craig E., Ophthalmology
Hufford, Terry L., Biology
Johnson, Nancy D., Theatre and Dance
Lang, Roger H., EECS
Paup, Donald C., ESTS
Sabelli, Bradley W., Theatre and Dance
Segel, Frank W., Accountancy

ex officio:

Bortz, Walter M., Vice President for Administrative & Info. Svcs.
Cole, V. Scott, Associate Vice President for Business
*Englander, Ernest J., Executive Committee Liaison
Katz, Louis H., Vice President and Treasurer
Schauss, John A., Associate Vice President for Finance

*Member of the Senate

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

*Chair: Cohn, Victor H., Pharmacology
 Darr, Kurt J., Health Services Management and Policy
 Gastwirth, Joseph L., Statistics
 Henig, Jeffrey R., Political Science
 Hoare, Carol H., Human Services
 Kahn, Walter K., EECS
 Liebowitz, Harold L., CMEE
 Lobuts, John, Jr., Management Science
 McGrath, Mary H., Surgery
 Moses, Michael F., Mathematics
 Pierpont, Howard, C., (Emeritus) Surgery
 Robinson, David, Jr., Law
 Stephanic, Jeffrey L., Art
 Yeide, Harry E., Religion

ex officio:

Friedenthal, Jack H., Dean of the National Law Center
 *Harrington, Robert J., Executive Committee Liaison
 Kaplan, Susan B., Assistant Treasurer for Legal Matters
 Salamon, Linda B., Dean of Columbian College and Graduate School
 of Arts and Sciences

RESEARCH

*Chair: Wallace, Dewey D., Jr., Religion
 Achrol, Ravi S., Marketing Logistics and Operations Management
 Baginski, Frank E., Mathematics
 Berman, Barry L., Physics
 Junghenn, Hugo D., Mathematics
 Korman, Can E., EECS
 Lipscomb, Diana L., Biological Science
 Phillips, Terence M., Medicine
 Vertes, Akos, Chemistry

ex officio:

*Harrington, Robert J., Executive Committee Liaison
 LaRosa, John C., Dean for Research, Medical Center
 Lehman, Donald R., Associate Vice President for Research and Graduate
 Studies

UNIVERSITY AND URBAN AFFAIRS

*Chair: Divita, Salvatore F., MLOM
 Diana, Paul L., Anesthesiology
 Moses, Michael F., Mathematics
 Nashman, Honey, Human Services
 Rohrbeck, Cynthia A., Psychology
 Starik, Mark, SMPP
 Thornhill, Robert, Naval Science

ex officio:

Cropp, Dwight S., Assistant Vice President for Government Relations
 Fowler, David, Dean of the School of Business and Public Management
 *Holmes, Dennis H., Executive Committee Liaison
 Kaplan, Susan B., Assistant Treasurer for Legal Matters
 Katz, Louis H., Vice President and Treasurer

The following committee is not a Standing Committee of the Faculty Senate but is listed for your information:

JOINT COMMITTEE OF FACULTY AND STUDENTS

Faculty Members:

*Co-Chair: Captain, Yvonne, Spanish
 Fife, Jonathan D., Educational Resources
 Kirkland, Margaret R., EFL
 Puffenbarger, Charles W., NCCS
 Regnell, Joan R., Speech and Hearing
 Sullivan, Patricia A., HKLS
 Yeide, Harry E., Religion

ex officio:

Beil, Cheryl, Director, Enrollment Research and Retention
 Chernak, Robert A., Vice President for Student and Academic
 Support Services
 Donnels, Linda, Dean of Students
 Kaplan, Susan B., Assistant Treasurer for Legal Matters
 *Robinson, Lilien F., Executive Committee Liaison
 Salamon, Linda B., Dean of Columbian College and Graduate School
 of Arts and Sciences
 Strong, LeNorman J., Director of the Office of Campus Life
 Wooldridge, Annie B., Assistant Vice President

STUDENT MEMBERS:

(Co-Chairperson and students to be elected)

ex officio: (Students to be elected)

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate

August 30, 1993

The Faculty Senate will meet on Friday, September 10, 1993, at 2:10 p.m., in Lisner Hall 603.

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of May 6, 1993
3. Introduction of Resolutions
4. Update on Recruitment and Appointment of Women and Minority Faculty from the Office of the Vice President for Academic Affairs
5. General Business:
 - (a) Nomination for election of Professor Harold L. Liebowitz to the Committee on Professional Ethics and Academic Freedom
 - (b) Nomination for election of Professor John G. Boswell as Co-Chair of the Committee on Appointment, Salary and Promotion Policies (including Fringe Benefits)
 - (c) Report of the Executive Committee: Professor Lilien F. Robinson, Chair
 - (d) Interim Reports of Senate Committee Chairs
6. Brief Statements (and Questions)
7. Adjournment



J. Matthew Gaglione
Secretary

Administration Response to Resolutions from the Faculty Senate

1992-93 Term

Resolution 91/11: *A Resolution Requesting Reconsideration of the Construction of the Proposed Health and Wellness Center*

Response: **The Administration concurs.**

Resolution 92/1: *A Resolution to Recommend Establishment of Fiscal Planning and Budgeting Committees in the Schools, Colleges, and Divisions*

Response: **The Administration believes this to be a matter between the Deans and their respective faculties and we will rely on the Deans to determine how they and their faculty colleagues wish to respond.**

Resolution 92/2: *A Resolution to Amend the Faculty Code and Guide to Student Rights and Responsibilities in order to Resolve Differences Between Them on Handling Allegations of Prejudice*

Response: **This was approved by the Board of Trustees last February 10.**

Resolution 92/3: *A Resolution to Inaugurate a Lecture Series on the Times and Legacy of George Washington, to be Named in Honor of the Late Marcus Cunliffe*

Response: **The University is in conversation with the Mount Vernon Lady's Association of the Union regarding a joint initiative which would combine the resources of GW and the Association to produce a lecture which would be designated to celebrate the memory of our late, distinguished colleague Marcus Cunliffe. In this way, the Administration believes we can both honor the thinking of the Senate in the coming year while also forging stronger links between our campus and the resource at Mount Vernon and enhance the likelihood of a large and appreciative audience at the Cunliffe Lecture.**

Resolution 92/4: *A Resolution on Post-Tenure Review*

Response: Please see end of this text for response to Resolution 92/4.

Resolution 92/5: *A Resolution on Coordination of the Faculty Senate Research Committee and the Advisory Council on Research*

Response: Accepted and Implemented.

Resolution 92/6: *A Resolution on Religious Observances During the Academic Year*

Response: The Administration accepts the guidance of the Senate and will endeavor to publicize this policy.

Response to Resolution 92/4: Senate Resolution 92/4 is something of a puzzlement. The extended discussion of the resolution at the February meeting of the Senate unfortunately did little to clarify the matter.

On one reading, Resolution 92/4 was advanced as a ringing endorsement of the tenure system as a protection for academic freedom. Inasmuch as that principle had never been disputed by any party to the business at hand, passage of Resolution 92/4 does not seem to require any action on the part of the Administration. Furthermore, since the first resolving clause links the protection of tenure to recommendations contained in a report that is no longer on the table, it would seem to render that clause moot.

The inability to bring the subject matter of the February debate into focus apparently stemmed from the fact that the Senate Committee on Professional Ethics and Academic Freedom had drafted its resolution in some haste last fall in response to an unfinished document left on the table by a disintegrated committee! Except for the irregular circumstances which have precluded the participation of ex officio administrative members of the PEAFC Committee in the conduct of its business this year, everything that flowed from this misconstruction of the objectives and the status of the original task force report might have been averted.

Professor Griffith, in his remarks to the Senate, alluded to the charge to the task force which he and Vice President French had drafted together at the outset of this venture. Although a bewildering selection of documents was distributed to the Senate in connection with Resolution 92/4, that particular memorandum was not included. Neither was a copy of Vice President French's memorandum to the Senate Executive Committee of last December 3rd in which, in light of the mounting confusion surrounding the document left behind by Dean Kenny, he proposed the reconstitution of a task force that would try to get the project

back on track. The Senate Executive Committee rejected that idea but did agree to a long discussion with the academic deans. The Senate also was not provided with a copy of the "talking paper" developed for that meeting of the Executive Committee and the Deans. In retrospect, the absence of those three pieces of the legislative history undoubtedly accentuated the sense that there was something confused and confusing in this whole discussion. One clear result of the Executive Committee's pressing forward with the debate framed as it was was that none of the Deans saw a way in which to become engaged in the discussion of something that involves them in a central role.

Simply for the sake of completeness, it may be worthwhile to acknowledge the third resolving clause. The idea that any academic administrator would advise harassment to encourage retirement is so preposterous on the face of it as to require no response beyond indication that the text has been read.

Where do we go from here? Given the depth of the "disconnect" on this issue, now compounded by the passage of Resolution 92/4, only one positive course of action seems open to us. Using the model created by the Senate in 92/1, each Dean should proceed to develop with his or her faculty a systematic program of faculty development as envisioned in the original mandate to the ill-starred task force. Perhaps after a few years of operating in this mode the Faculty Senate will choose to schedule an information session in which the results of this experience across the University can be described and reflected upon.

June 30, 1993

[Updated 8/93]

The George Washington University

INDEX OF FACULTY SENATE RESOLUTIONS+

A.A. degree, optional in Columbian College (61/April 14)*
Academic personnel and SEAS evaluation (66/14)*
Academic plan (65/1)*
Administrative/Board Action on Senate resolutions,
 establish additional procedures for (91/1)**
Administrative officials, review of (73/8)**; Executive
 Committee's consultative role in appointment of (83/3)*;
 Faculty Consultation in the Appointment of Administrators
 Whose Positions Relate to Academic Matters (87/10)*
Admissions procedures,
 international students (83/1)*; (88/6)**
Affirmative Action/Equal Opportunity at GWU, established
 faculty position on (90/7)s**; to amend University Policy
 on Equal Opportunity to add "sexual orientation" (90/8)**;
Affirmative Action/Equal Opportunity, establish Task
 Forces on (90/16)*
Alumni, establishment of Office of Alumni Relations and
 Development and Alumni Association in each Degree-Granting
 School, College or Division (77/1)**; Alumni Affairs,
 establishment of Senate Provisional Standing Committee
 on (81/6)rec (81/6)s*
Annual Reports, to permit review by faculty (91/2)*
Appreciation, resolution of
 Brewer, John W. (69/18)*
 Bright, Harold F. (84/7)*
 Brosnan, Mrs. Ruth (67/2)*
 Brown, Jr., John A. (66/5)*
 Claeyssens, Astere E. (75/4)*, (89/1)*
 Cohn, Victor H. (85/4)*
 Colclough, Oswald S. (64/May 8)* (65/Oct)*
 Cronin, Robert E. (69/19)*
 Elliott, Lloyd H. (72/11)* (75/6)* (87/8)*
 Faris, Robert K. (80/9)*
 Fox, Raymond R. (90/1)*
 Gelman family (80/20)*
 Griffith, William B. (86/14)* (91/10)*
 Hill, Peter P. (81/15)*
 Houser, Frederick R. (74/8)*

+Key	* adopted	s substitute	d deferred
	**adopted, as amended	p postponed	
	- defeated	rec recommitted	
	t tabled	ret returned to committee	
	w withdrawn	rfd referred	

Appreciation, resolution of (cont'd)

Kramer, Norman C. (85/3)*
 Kraus, Wolfgang H. (65/May)*
 Martha's Marathon, planners of (65/15)*
 McIntyre, Margaret (82/1)*
 Morgan, Jr., John A. (77/13)* (83/10)*
 Naeser, Charles R. (66/24)* (76/4)*
 Park, Robert E. (66/23)*
 Pierpont, Howard C. (71/37)* (87/13)*
 Professional Ethics and Academic Freedom Committee (75/9)*
 Robinson, Lilien F. (88/9)*
 Stevens, Edwin L. (66/6)* (74/14)*
 Tupper, Fred Salisbury (63/Dec)*
 Wood, Reuben (65/10)* (71/31)* (80/4)*
 Arts, support for (85/19)** (86/2)*
 Athletic Club, establishment of (71/35)t Athletics, SEE also
 Committees,
 AIAW, Governance of Championships in
 Women's Athletics (80/8)*
 in support of the Development of Stronger Programs in
 Women's and Men's Intercollegiate Athletics (84/15)-
 NCAA rule on manifest disobedience (68/17)ret
 and withdrawal from Southern conference (68/16)*
 Audit program for Foggy Bottom residents (78/5)**
 Award, (faculty) Academic Excellence within the University
 (88/7)rec
 Awards, undergraduate education (69/14)t, (79/9)*
 (81/13)* (81/16)*
 Benefits,
 income and past service for retired faculty (65/13)*
 tuition, for faculty children (69/13)** (80/19 revision)*;
 fringe benefits reallocation from retirement to health
 insurance (91/8)**
 Bicentennial celebration, planning of (74/4)*
 Bigotry and intolerance, renewal of commitment against (89/10)*
 Bookstore, university and improvement of service (71/4)*
 Budget, Alternative Processes (88/8)*
 Butler, United States vs. (72/9)**
 Calendar, academic, SEE University calendar
 Chaplains, Board of (67/1)*
 Code of Student Conduct, revised (87/4)**
 Columbian College, SEE Schools and Colleges
 Commencement (65/17)- (68/7)t (69/4)*
 student participation in selection of speakers (81/1)**
 guidelines for planning (81/10)**
 Commendation, resolutions of
 Administration, for improvement of physical facilities (66/May)*
 basketball team, GWU (76/1)*; Men's Basketball Team, GWU (93/2)*
 College of General Studies (65/16)*
 debate team, GWU (66/4)* (76/2)*

Commendation (cont'd)

Elliott, Lloyd H. (75/6)*
 soccer team, GWU (77/10)*
 University grounds department (93/3)*
 volleyball team GWU women's (77/9)*
 Commission on equal opportunity employment (72/8)**
 Commission on governance of GWU (71/6 - 71/19)* (71/10)t;
 and faculty consultation (70/3)**
 Commission on Report for the Year 2000
 establishment of Special Committee to study Commission
 Report (85/6)*; request for periodic reports by
 administration to faculty on plans to implement Report
 (85/15)**; request for creation of procedures to develop
 a comprehensive plan for the University's future develop-
 ment (85/18)*; University Planning (87/9)*

Commitments, establishment of (86/5)*

Committees, Senate

Administrative Matters as They Affect the Faculty,
 guidelines for searches for deans (90/9)*
 Admissions and Advanced Standing, discontinued (83/2)*
 Alumni Affairs (Provisional-3 yrs.),
 establishment of (81/6)rec (81/6)s* (expired 12/84)
 Appointment, Salary and Promotion Policies (65/Feb 2)*;
 transfer of Faculty, Performance and Development
 Committee (70/15)*; on Parking (90/14) rfd; to provide
 Retirement Opportunities and Incentives for Senior Faculty
 (90/15)**; permits faculty to review their Annual Reports
 (91/2)*; establishment of School-Wide Personnel Committees
 (91/6)s** (91/9)*; to amend the Faculty Code to change
 date of appointment notification (91/7)*; on fringe benefits
 reallocation from retirement to health insurance (91/8)**
 Athletics, AIAW (80/8)*, and NCAA rule on institutional
 aid (69/1)*; student membership (66/12)**; and
 in support of the Development of Stronger Programs in
 Women's and Men's Intercollegiate Athletics (84/15)-
 change of name to Athletics and Recreational Committee (90/10)
 Educational Policy, academic interaction (66/16)*;
 change of name to Educational and Admissions Policy (83/2)*;
 Executive Committee, chairman and change of title from
 executive officer (71/Dec 18)*; to replace Executive
 Committee chairman or members when necessary (79/6)**;
 consultative role in the appointment of administrative
 officials (83/3)*; to restructure (enlarge) and further
 empower (85/14)**; University Planning (87/9)*; to amend
Faculty Organization Code to change frequency of stated
 meetings of Faculty Assembly (90/5)*; use of faculty on
 Administrative committees, Task Forces, etc. (91/3)**;
 Joint Faculty/Administration Committee, to improve flow
 of information (91/4)*; composition of Executive Committee
 to conform with merger of CCAS and GSAS (91/5)*
 Faculty Development and Support, establishment of a University
 Publications Office (90/17)w

Faculty Performance and Development,
 abolishment of (70/15)*
 Faculty Consultative Committee, procedures for election of
 (regarding selection of a president) (85/11)**
 Fiscal Planning and Budgeting, establishment of (74/1)*;
 Alternative Budget Processes (88/8)*; reconsideration of
 construction of Health & Wellness Center (91/11); establish
 Fiscal Planning and Budgeting Committees in the Schools,
 Colleges, and Divisions (92/1)**
 Grievance, and need of extra members (78/7)**,
 beginning date of term of service (81/9)*
 Hearing, and reports: Bielski, Lee S. (76/9)*;
 DePauw, Linda G. (75/7)- (75/8)* (75/10)*
 Joint Committee of Faculty and Students (67/10)**
 (69/6)** (69/16)** (70/11)* (72/1)* (73/3)* (74/3)*
 (75/2)*; support for the visual and performing arts
 (86/2)*; advising/registration (86/3)rfd; to amend
 University Policy on Academic Dishonesty (87/12)*;
 to amend University Policy on Equal Opportunity to add
 "sexual orientation" (90/8)** Mandatory Mid-Semester Academic
 Warning System (93/1)*
 Joint Faculty/Administration Committee, to improve flow
 of information (91/4)*;
 Library Committee, change of name to Libraries Committee
 (85/2)*; to support additional funding for Library
 acquisitions (87/11)*
 Physical Facilities:
 campus planning (73/2)* (74/10)*; endorsing principles
 embodied in revised University Campus Plan (85/20)**
 faculty participation (68/6)*
 historic Presidents' House on Campus, designation of
 (84/18)s*
 new buildings (66/1)* (68/14)* (71/3)* (71/32)*
 Professional Ethics and Academic Freedom, SEAS evaluation
 report (66/14)*; resolution of appreciation (75/9)*;
 Faculty Consultation in Appointments of Administrators
 Whose Positions Relate to Academic Matters (87/10)*;
 University Policy on Misconduct in Science and Related
 Matters, to Amend and Clarify (90/11)*; establish additional
 procedures for prompt disposition of Faculty Senate
 resolutions requesting Administrative/Board action (91/1)**
 Public Ceremonies, creation of a University Committee on
 (84/11)*; change of name to Honors and Academic
 Convocations (85/1)*
 Research, increase awareness of productive research
 (85/16)*; promote research seminars and colloquia
 (85/17)**; incentive-based hierarchy of priorities in
 allocation of resources to research (89/7)**; need for
 teaching load reductions to ensure growth of sponsored
 research (89/8)s**; faculty's role in decision-making in
 area of research (89/9)**; coordination of Research Committee
 and Advisory Council on Research (92/5)*

Scholarship, and change of name (72/3)*
 Special, committee-of-one to propose changes in Grievance Procedures (81/8)*
 Special, on conflict-of-interest policy (85/10)*; to endorse report of special committee on conflict of interest (86/13)rfd; (89/6)s**
 Special, relating to non-tenure-accruing faculty members (82/3)**; utilization of (89/5)**; (90/13)**
 Special, on Northern Virginia Planning (89/3)**
 Special, on Northern Virginia Campus (89/12)s**
 Special, relating to the Vice President for Medical Affairs (74/13)**
 Special, to conduct a Self-Study (84/9)**; to extend term of Special Committee (85/5)*
 Special, to formulate a faculty position on Affirmative Action/Equal Opportunity at GWU (90/7)s**; establish Task Forces on Affirmative Action/Equal Opportunity (90/16)*
 Special, to study Report of the Commission for the Year 2000 (85/6)*
 Special, to study structure and functioning of Faculty Senate (90/6)*
 Special Senate, appointment of (67/12)*
 Standing:
 eligibility and membership (66/2)*
 President Elliott's proposal (65/9)*
 to continue (69/21)**
 to encourage continuity in committee membership (80/2)*
 to meet at least once early during each Senate Session (80/3)*
 Steering, and all-university assembly (73/10)-
 Student Financial Aid (85/13)*
 University Committee on Public Ceremonies, creation of (84/11)*
 University Objectives (66/17)p (69/3)rec (75/1)* (76/7)** discontinuation of (81/5)*
 University Resources, establishment of (65/4)*; and change of name (72/7)**; change of name (87/2)ret; renamed "Faculty Development and Support" (89/14)**
 University and Urban Affairs (68/1)**; support of the arts to enhance the University's role as a center for cultural activity (85/19)**; to establish a regularly updated publication of Commitments (86/5)*; to establish University office for community service (86/12)*
 Conflict of Interest,
 on Senate Committees (78/6)*
 Special Committee on Conflict of Interest Policy (85/10)*; to endorse report of special committee on (86/13)rfd; to endorse a University Policy on (89/6)**
 Consortium, faculty membership on (68/13)* (87/7)*
 Convocation, discontinuation of fall (61/Dec 18)*; mid-year program embellishments (84/1)*; establishment of an annual Honors Convocation (84/10)**

Council, establishment of for each school, college, and
 university department (65/Nov 12)**; membership on
 (65/2)*
 Course offerings,
 majors (65/20)*
 supernumerary (74/7)*
 Credit, academic,
 through CLEP and AP exams (70/14)**
 for previously audited courses (78/3)-
 Curriculum,
 departmental studies of (69/5)rfd
 requirements and supporting activities (69/8)*
 Deans, guidelines for searches of (90/9)*
 Degree, honorary (66/13A)*; and committee relating to
 (66/13)w
 Discipline,
 of students, (SEE Student, discipline)
 of tenured faculty members (78/2)rfd
 of University members (68/10)*
 Dishonesty, University policy on academic (67/5)* (74/9)**
 (77/3)** (80/7)rec; to amend University Policy on
 Academic Dishonesty (84/14)** (87/12)*
 Discrimination, sex (71/21)**
 Dress Code (65/21)**
 Educational Benefits, to protect present educational
 benefits of current faculty and staff employees (89/15)*;
 faculty support for tuition waiver educational benefits
 (89/16)*; faculty opposition to graduate dependents'
 tuition waiver benefits for future faculty and staff
 (89/17)**
 Employment, commission on equal opportunity (72/8)**
 (SEE Faculty, equal opportunity)
 English Language Requirements for Admission of International
 Students (88/6)**; amendment to 88/6 (89/4)**
 Environmental/Ecological program, university (69/17)*
 Evaluation, student-faculty (77/8)** (81/14)**
 Examination file, establishment of (80/12)*; retention of
 graded exams and papers (86/6)**
 Examinations,
 concerning period between end of classes and beginning of
 (65/19)* (78/8)*
 scheduling of during election (72/6)*; during inaugural
 event (68/9)*

Faculty,

Affirmative action, position on (90/7)s**; (90/16)*
 annual report, modify format of (81/2)*; to permit review by
 faculty (91/2)*
 appointments (84/16)**; tenure and non-tenure-accruing
 appointments (84/17)**; clarification of (87/5)**; appointment
 notification, change in date of (91/7)*
 award, academic excellence within the University (88/7)rec
 bibliography of faculty publications (82/6)**
 consultation of, in University governance (70/3)**
 development of and departmental effectiveness of (77/5)s;rec
 emeriti, social occasion for honoring (80/5)*
 equal opportunity (81/3)**; faculty position on (90/7)s**;
 (90/8)**; (90/16)*
 faculty publications (82/7)**
 involvement in budgetary process (74/11)** (74/12)**
 mandatory mid-semester academic warning system (93/1)*
 nontenure, appointment of (77/11)*, (84/17)**; titles,
 (78/9)** renewability, (79/3)p; (80/21)-; limitation on
 (80/1)**; special committee on (82/3)**; eligibility
 for sabbatical leave (84/2)*; special committee on
 utilization of (89/5)**; principles governing the utilization
 of regular, active-status, non-tenure-accruing faculty
 positions (90/13)**
 part-time faculty (82/8)-; salaries (89/11)**
 performance standards (71/33)*
 productivity of (77/5)rec
 professional responsibility (85/9)s*
 promotion (66/19)* (70/10)* (76/6)rec
 real merit increases in salaries of deserving faculty,
 recommending (80/13)*
 recruitment and appointment reporting (89/13)*
 research, (85/16)*; (85/17)**; (89/7)**; (89/8)**; (89/9)**
 restrictions on number of regular faculty positions (77/6)**
 retirement, gradual (84/3)** (84/12)**
 voluntary early retirement, establish incentive for
 (89/2)**; provide retirement opportunities and incentives
 for senior faculty (90/15)**
 sabbatical leave, policy clarification of (87/3)*;
 amendment to sabbatical leave policy (88/4)*
 salary scales (65/Feb 12)* (87/1)*
 salary, Senior Faculty Guidelines 1982-83, modification of
 (81/7)* status, limited service, active (67/9)ret (69/12)**
 (77/12)**
 tenure, criteria for (70/10)** (81/4)rfd (81/11)rfd (82/9)s**
 and promotion (76/6)rec; allocation of (80/22)**; tenure -
 accruing apptmts (84/17)**; post-tenure review (92/4)*
 (SEE also Tenured Faculty)
 twenty-five years' service, social occasion for honoring (80/5)*
 use of faculty on Administrative Committees, Task Forces, etc.
 (91/3)**

Faculty Code (64/April 2) (65/14)** (67/9)ret (67/13)**
 (68/3)- (68/13)* (73/7)**reconsidered**5/7/76
 Grievance Procedures (78/7)* (79/4)** criteria for
 tenure (81/4)rfd (81/11)rfd (82/9)s** allocation of
 tenure-accruing positions (80/22)*; academic
 evaluation of students (81/14)**; eligibility for
 sabbatical leave (non-tenure) (84/2)*; clarification
 of sabbatical leave policy (87/3)*; amendment
 concerning sabbatical leave policy (88/4)*; gradual
 retirement (84/3)** (84/12)**; amendment to Article
 X, Faculty Code (84/4)** (85/8)**; amendment to
 Procedures for Implementation of Article X, Faculty
 Code, Paragraph E (84/5)** (85/8)**; amendment to
 Procedures for Implementation of Faculty Code,
 Paragraph F (84/6)*; amendment with respect to
 appointments (84/16)**; clarification of appointments
 (87/5)**; to amend Article III of the Faculty Code,
 and the Faculty Handbook relating to professional
 responsibility (85/9)s*; to implement "Procedures"
 Section C-5 relating to election of Faculty
 Consultative Committee regarding selection of
 University President (85/11)**; recommend amendment
 to provisions relating to the removal of tenure
 (86/7)rec; amend provisions relating to the
 termination of tenure and academic freedom (86/8)**;
 Faculty Consultation Regarding Appointment of
 Administrators Whose Positions Relate to Academic
 Matters (87/10)*; to amend the Faculty Code to clarify
 its relationship to the University Policy on Misconduct
 in Research (90/11)*; to amend the Faculty Code to
 establish School-Wide Personnel Committees (91/6)s**; to
 amend Resolution 91/6 (91/9)*; to amend the Faculty Code
 to change date of appointment notification (91/7)*; to amend
Faculty Code and Guide to Students Rights and Responsibili-
 ties regarding allegations of prejudice (92/2)**

Faculty Organization Plan,

abolish procedure for four years' review (79/7)**
 amendment to change frequency of stated meetings of the
 Faculty Assembly (90/5)*
 amendment to conform to constitutional change in the
 School of Medicine and Health Sciences (80/16)*
 amendments regarding composition of the Faculty Senate and
 Executive Committee to conform with merger of CCAS and GSAS
 (91/5)*
 clarification procedures and vote requirements to consider
 matters not on the agenda (80/6)*
 dispense with reading of minutes (83/5)*
 permit cancellation of regular meetings (83/6)*
 re-establish May 1 as beginning/ending date of Senate
 Sessions and of terms of Senate Members (80/14)*
 Senate committee membership and eligibility (65/May)*
 (65/11)rec (66/8)* (66/21)*

Faculty Organization Plan, (cont'd)

standing committees of the Faculty Senate (66/2)*
 (69/21)** (80/2)* (80/3)* (81/5)* (81/6)*
 Fine Arts, establishment of school of (68/18)ret
 Fiscal Planning & Budgeting Committees in the Schools, Colleges,
 and Divisions, establishment of (92/1)**
 Forum, GW
 establishment of (68/15)*
 to continue publication of (71/1)* (73/6)** (75/3)*
 (78/1)* (82/5)*
 Fringe Benefits, improved, appreciation of (86/1)*; reallocation
 from retirement benefits to health insurance (91/8)s**
 Fringe Benefits Committee, commendation for (89/18)*
 Grades,
 changes in university grading system (86/9)*
 change meaning of "Z" grade (83/9)*
 change the CR/NCR Grading Symbol (79/5)*
 standardize the disposition of "Incomplete" grade (83/8)-
 submission of (69/15)t
 symbols for (78/4)**
 Grievance, Procedure
 for faculty (78/7)** (79/4)**; to propose changes (81/8)*
 term of service (81/9)*; amendment to Article X, Faculty
 Code (84/4)** (85/8)**; amendment to Procedures for
 Implementation of Article X, of the Faculty Code, Para-
 graph E (84/5)** (85/8)**; amendment to Procedures for
 Implementation of the Faculty Code, Paragraph F (84/6)*
 for students (76/5)** (77/7)**
 Grievance Committee, faculty, and need of extra members
 (78/7)**; establishment of May 1 as beginning date of
 service (81/9)*
 Guidelines, for planning Commencement Exercises (81/10)**
 Guidelines, for searches for deans (90/9)*
 Guidelines, Senior Faculty Salary (81/7)*
 GWU Office for Service to the Community, establishment
 of (86/12)*
 Health care benefits (73/1)** (73/9)** (74/5)* (91/8)**
 Health and Wellness Center, reconsideration of construction
 of (91/11)-
 Holidays,
 religious (71/36)* (72/10)** (92/6)**
 other (70/12)**; Martin Luther King, Jr. (83/4)*
 Columbus Day (90/2)*
 Judicial system,
 modification of and student nonacademic and academic
 discipline, (SEE Student, discipline)
 residence board, establishment of (71/23 - 71/29)*with minor
 acceptable changes
 university representative to (70/8)*
 Junior college, abandonment of (61/April 14)*
 Library,
 acquisitions committee (66/22)**

Library (cont'd)

acquisitions (87/11)*
 bibliographer (65/7)**
 budget (65/8)*; to support additional funding for
 construction of (65/5)*
 faculty support of (88/3)s*; fiscal support of (66/22)**
 (71/20)** (87/11)*
 planner, appointment of (65/6)*
 public use of (77/4)*

Marcus Cunliffe Annual Lecture Series on George Washington (92/3)*
 Memoriam, resolution/tribute in

Elizabeth Byrne Adams (83/Sep 16)*
 James Lowell Breen (91/May 10)*
 Arthur Edward Burns (87/May 1)*
 Thomas Henry Carroll (64/Oct 9)*
 Astere Evarist Claeysens, Jr. (90/Sep 14)*
 Alton H. Desmond (77/May 6)*
 Harry Grubb Detwiler (73/Mar 9)*
 James Carlton Dockeray (84/Oct 12)*
 Mrs. Newell Windom Ellison (61/Feb 17)*
 Leon Gintzig (84/Mar 9)*
 Wood Gray (77/Sep 9)*
 Sherwin Greene (92/May 8)*
 Wolfgang H. Kraus (77/May 6)*
 Joseph Henry Krupa (64/Nov 13)*
 Edwin Joseph Baughman Lewis (84/May 4)*
 Guido Ettore Mazzeo (84/Sep 21)*
 John Palmer Reesing, Jr. (90/Sep 14)*
 Presson S. Shane (88/May 6)*
 Walton Edward Smith (81/Sep 18)*
 Edwin Lockwood Stevens (87/Sep 18)*
 Carol R. St. Cyr (77/May 6)*
 Fred Salisbury Tupper (63/Dec 13)*
 George Vartkes Vahouny (86/Sep 19)*
 Charles Samuel Wise (67/8)*
 Reuben Esselstyn Wood (80/April 11)*
 Elyce Zenoff (88/May 6)*

New York Times Selective Guide to Colleges, Senate
 response (81/12)*

Nontenure, (SEE Faculty, nontenure)

Northern Virginia Planning (89/3)**; Northern Virginia
 Campus (89/12)s**

Ombudsman, establishment of office of (73/5)**

Physical education-activities building (71/34)**; Planning,
 University (87/9)*

Political campaign, guidelines for, on behalf of candidates
 for public office (70/2)**

Presidents' House, Historic, designation of (84/18)s*

Protest on campus (67/4)*

Recruiting, student (67/3)*

Red Lion Row, support of current plans by the University for
 development of (80/15)* as revised

Registration and ancillary problems (60/10)*; advising/
 registration (86/3)rfd
 Reichard matter (63/Feb 8)*
 Residence Board, judicial (71/23 - 71/29)*with minor
 acceptable changes
 Residence Hall Court, resolution to approve charter of (75/5)*
 Resolutions concerning other resolutions:
 extension of (69/2)* (69/20)**
 History department response to resolution (75/8)*
 concerning Linda DePauw (75/10)*
 Retirement,
 gradual retirement (84/3)** (84/12)**
 mandatory and benefits (65/14)**; establish special
 committee on (86/4)**
 past service benefit income (65/13)*
 special committee on benefits (82/4)**; changes in
 Retirement Benefits (84/8)*; (91/8)**
 voluntary early faculty retirement, establish incentive
 for (89/2)**; (90/15)**
 voluntary optional (70/13)* (72/2)*
 Sabbatical Leave, (84/2)** (87/3)* (88/4)*
 Scholarship,
 committee on, and change of name (72/3)*
 honor, Washington area (74/2)*
 University Awards (79/9)*; to be applied in Exchange
 Programs with Foreign Universities (81/13)*
 Scholarship, Board of Trustees,
 awarded on basis other than financial need (61/Dec 18)* (72/5)*
 dependents of tenured faculty (61/Dec 18)*
 foreign students (68/4)*
 maintenance of (69/11)** (79/1)**
 transfer students (72/4)**; sophomore transfer students
 (81/16)*
 Schools and Colleges,
 Columbian College (61/April 14)*; and honors program
 (65/18)*1; merger of CCAS & GSAS (91/5)*
 School, Graduate, of Arts and Sciences (66/Dec 9)*
 (66/10)*; merger of GSAS & CCAS (91/5)*
 School of Fine Arts, establishment of (68/18)ret
 School of Government and Business Administration (66/3)*
 School of Public and International Affairs (66/3)*; to
 request adequate time for consultation with faculty on
 consolidation of (86/10)**; to establish a special
 committee on consolidation of (86/11)*
 School-Wide Personnel Committees (91/6)s**; (91/9)*
Senate, Faculty
 agenda and availability to schools (61/Oct 18)*
 bylaws, amendment to, in order to provide for discussion
 (66/11)*
 bylaws, amendment to encourage continuity in committee
 membership (80/2)*

Senate, Faculty (cont'd)

bylaws, amendment to meet at least once early during
 each Senate session (80/3)*
 bylaws, amendment to clarify voting requirements for
 matters not on agenda (80/6)
 bylaws, amendment to designate September as regular
 meeting time (80/11)*
 bylaws, amendment to dispense with reading of minutes (83/5)*
 bylaws, amendment to permit cancellation of regular
 meetings (83/6)*
 bylaws, amendment to re-establish May 1 as beginning/
 ending date of Senate Sessions and of terms of Senate
 members (80/14)*
 bylaws, amendment to re-name Public Ceremonies Committee
 to Honors and Academic Convocations (85/1)*
 bylaws, amendment to re-name Library Committee to
 Libraries Committee (85/2)*
 bylaws, provisional (65/3)*
 candidates for honorary degrees (66/13A)*
 committees and revision of Senate bylaws (70/6)-; and
 President Elliott's proposal (65/9)*
 composition of Faculty Senate to conform with merger
 of CCAS and GSAS (91/5)*
 committee of, (SEE Senate Committees)
 conflict of interest (78/6)*
 Executive Committee (SEE Senate Committees) meetings,
 authorization of observers at (66/9)** (68/5)*
 recommendation of student attendance at (65/12)-
 membership policy (66/7)* (66/8)* (66/21)* (67/3)*
 records, preservation of (77/2)**
 representation of SGBA and SPIA (66/3)*
 resolutions, establish procedures for prompt disposition
 of Senate resolutions requesting Administrative/Board
 action (91/1)**
 self-study committee (84/9)*; (85/5)*; (90/6)*
 terms of office and dates of election (70/4)*passed by
 Assembly 2/9/71;(70/9)*;(80/14)*
 voting privileges of student liaison committee
 (66/April 14)*
 Senior Citizens, audit course program for (78/5)**
 Smoking,
 in classrooms (61/May 12)* (69/7)*
 proposed new University Policy on Smoking (85/7)*
 Student Council Annual Report to the Faculty Senate
 (61/April 14)*
 Student Court, creation of and University peace (69/2)*
 (69/20)**
Student,
 absenteeism (66/18)**
 academic dishonesty, to amend University policy on
 (87/12)*
 academic evaluation of (81/14)** (82/2)*

Student, (cont'd)

advising, undergraduate (88/1)*; improve student advising
 (90/4)rfd
 Code of Student Conduct, revised (87/4)**
 communication with faculty, administration and Board of
 Trustees (65/April 9)*
 diplomas, undergraduate, specification of major field (88/2)*
 discipline, academic (67/6)* (70/5A)** (73/4)rec;
 nonacademic and GWU judicial system (70/5B)- (70/5C)-
 (71/5)* (74/6)* (87/4)**
 dress code (65/21)**
 financial aid to (85/13)*
 government and elections (68/11)**
 graduate student (full-time) support (88/5)rec,w
 grievance procedures for (76/5)** (77/7)** (80/17)**
 (80/18)**
 international students, admission procedures (83/1)*;
 advance cross-cultural communications with (87/6)*;
 English language requirements for admission (88/6)**
 Joint Committee of Faculty and Students (SEE Committees)
 life, abolishment of committee on (69/6)**
 pilot student orientation course (90/3)rfd
 recruiting of (67/3)*
 rights, protection of (67/7)* relating to academic
 evaluation (82/2)*
 rights, and responsibilities (69/9)** (80/17)**
 (80/18)**; Guide to Student Rights and Responsibilities,
 amendment regarding allegations of prejudice (92/2)**
 stipends (76/3)t
 traffic court, establishment of (71/30)* with minor
 acceptable change; undergraduate deficiencies of
 (71/22)*
 undergraduate, enrollment in courses other than those
 offered by the school or college in which registered
 (80/10)*; advising (88/1)*; diploma, designation of
 major (88/2)*
Tenured faculty, (SEE also Faculty)
 Board of Trustees Scholarships for dependents
 (61/Dec 18)*
 disciplinary actions taken against (78/2)rfd
 post-tenure review (92/4)*
 tenure-accruing (84/17)**
 respect of full-time and early retirement (study) (77/11)*
 Theatre, inclusion of in University Center (66/15)*
 Thor Power Tool Company case, requesting Congressional
 Committees to exempt book publishers from Supreme Court
 ruling (80/23)*
 Tuition benefits for faculty children (69/13)**
 (80/19 revision)*
 Tuition remission policy (68/12)*
 University Assembly, proposal of steering committee (73/10)-
 University bookstore, (SEE Bookstore)

University calendar

alteration of (66/20)* (66/25)- (67/11)* (71/2)**
 (76/8)- (83/7)*; changes in (84/13)**; changes for
 Summer Sessions (85/12)*; amendment to designate
 Columbus Day Monday as University holiday (90/2)*
 campaign recess (70/1)**
 modified semester plan (70/7)*

University Campus Plan,

endorsing principles embodied in revised Plan (85/20)**
 (SEE Committees, Physical Facilities)

University center,

establishment of club in (68/8)*
 theatre (66/15)*

University Committee on Public Ceremonies, creation of
(84/11)*

University gifts and endowments, committee on (65/Nov12)-

University peace,

maintenance of (68/2)*
 creation of student court (69/2)* (69/20)**
 protest on campus (67/4)*

University planning (87/9)*

University Policy on Equal Opportunity, amendment to add
"sexual orientation" (90/8)**University Policy on Misconduct in Science and Related
Matters, to amend and clarify (90/11)*

University Professor, establishment of rank of (79/2)**

University Publications Office, establishment of (90/17)w

University Smoking Policy, proposed new policy on (85/7)*

Washington Research Library Consortium, faculty

participation on Board of Directors (87/7)*

Yeshiva (NRLB and Yeshiva University Faculty Association
vs. Yeshiva University) (79/8)*